

HOUSE RESEARCH

Bill Summary

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Authors: Isaacson

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Analyst: Anita Neumann

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Section

1 Customized training for skilled manufacturing industries.

Subdivision 1. Directs the commissioner of the Department of Employment and Economic Development (DEED) in collaboration with the Minnesota State Colleges and Universities (MNSCU) to develop and administer a customized training program for skilled manufacturing industries. The program must integrate academic instruction with job-related learning. The commissioner is directed to recruit participants from among:

- individuals with disabilities;
- dislocated workers;
- retired and disabled veterans;
- MFIP participants;
- minorities;
- previously incarcerated persons;
- persons in labor surplus areas (under designation by the U.S. Dept. of Labor); and
- any other disadvantaged group the commissioner identifies.

Subdivision 2. Definitions. Provides definitions of terms used in the bill. The program would be open to Minnesota employers in skilled manufacturing industries with no more than 50 employees. Employers must enter into an agreement with the commissioner and MNSCU institutions to participate. Related instruction is defined as classroom instruction or

Section

technical/vocational training necessary to perform the duties of the skilled manufacturing job.

Subdivision 3. Skilled manufacturing customized training program employer agreement. Requires an agreement between the employer, commissioner and MNSCU institution that specifically identifies the training needs of the employer. The agreement must include the name of the employer, a statement indicating the hours of work and hours of supplementary instruction in related subjects. Limits the hours of work per week of participants to no more than that provided for under law, or the customary regular hours of work per week of the employer. Overtime is allowed as long as it does not conflict with supplementary instruction course attendance. The agreement must also specify the wage rate, how the agreement may be terminated, a schedule of the processes of the occupation in which the participant is being trained and the length of time spent at each process; a statement by the MNSCU institution and the employer describing how the related instruction will be offered; and any other provision deemed necessary by the commissioner. The commissioner shall periodically review compliance with the agreement and may terminate an agreement if it is determined that the agreement has been breached.

Subdivision 4. Skilled manufacturing customized training program participation agreement. Requires an agreement between the commissioner, employer and participant that includes the name of the employer and the name of the participant, a statement of the processes of the occupation in which the participant will be trained, a description of any related instruction, a statement showing the number of hours to be spent by the participant in work activities and then number in supplementary instruction, the hourly wage, an explanation of how the agreement may be terminated and the maximum number of hours per week. Overtime work is allowed as long as it does not conflict with supplementary course attendance.

Subdivision 5. MNSCU instruction. Requires MNSCU institutions to collaborate with employers in the provision of related instruction. Related instruction must be career-level, as negotiated by the commissioner and institution. The instruction may be for credit or non-credit and may be transferable to a degree program. MNSCU must provide a summary of the related instruction to the commissioner prior to the disbursement of funds by the commissioner.

A certificate of completion shall be issued to a participant by the commissioner and MNSCU upon successful completion of the components of the agreement.

- 2 **Skilled manufacturing report.** Requires the commissioner in conjunction with each participating MNSCU institution to report to the appropriate committees of the legislature on the progress and success of the program at each institution and provide recommendations on next steps and future implementation of the program.
- 3 **Skilled manufacturing appropriation.** Appropriates \$1,592,000 in fiscal year 2016 from the general fund for the program. Of this amount:
 - \$120,000 is for DEED;
 - \$400,000 is for Central Lakes College;

Section

- \$200,000 is for Northland Community College;
- \$230,000 is for Century College;
- \$180,000 is for Minnesota State Community and Technical College;
- \$200,00 is for South Central College; and
- \$262,000 is or Minnesota West Community and Technical College.